

APPENDIX A

Excerpts from Senate Report No. 92-864 to accompany S. 1682,  
Federal Executive Service, June 15, 1972

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The Committee is strongly of the opinion that, to the extent feasible, there should be a single personnel system in the Executive Branch applicable to jobs of equivalent level. This has not been the case for many years because certain agencies, or components thereof, have been permitted by law to have their own systems without regard to the Civil Service law and rules. The Committee believes that in general such legislated exceptions do not permit the executives the flexibility required to administer the total personnel program and update it as conditions change.

S. 1682, as introduced, would have perpetuated such exceptions by excluding from the Federal Executive Service a number of agencies or components of agencies. The Committee rejected much of this part of the bill, not because it did not recognize the possibility that some differences in system may be required in some cases, but rather because the justification of the proposal tended to consist of reasons for maintaining the status quo rather than a substantive identification of true differences requiring unlike treatment. The Committee has serious reservations whether the reasons which prevailed when the agencies or components of agencies were excepted from Civil Service law and rules still prevail.

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The Committee realizes that the separate systems prevailing for executive-level positions in agencies excepted from the Civil Service laws is symptomatic of a larger problem, since these positions represent only a small percentage of the spaces in some agencies. Therefore, the Chairman of the Civil Service Commission has been requested by letter to study the current circumstances pertaining to the various agencies or components of agencies and report his findings to the Committee by July 1, 1973.

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